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ABSTRACT

Contained in this report is a detailed summary of legal and voluntary certification plans for public librarians in each of the 50 states. Descriptions of the certification plans for public librarians are based on information supplied by state agencies in September 1971. Each plan is identified by the descriptive terms--mandatory, permissive or voluntary. Mandatory certification is required by state law. Specific penalties for failure to comply are included in the statutes and codes of some of the states. Permissive certification is sanctioned by state law, but not compulsory. Voluntary certification has no legal basis, and is generally sponsored by a state library association. States which have no certification law or plan are also listed. (Author/SJ)

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Descriptions of the certification plans for public librarians are based on information supplied by state agencies in September 1971. Each plan is identified by the descriptive terms - mandatory, permissive, or voluntary, which are defined as follows:

Mandatory certification: Certification required by law. Specific penalties for failure to comply are included in the statutes and codes of some of the states.

Permissive certification: Certification sanctioned by state law, but not compulsory.

Voluntary certification: Certification having no legal basis. Generally sponsored by a state library association.

States with no certification law or plan are also listed.

STATES BY CERTIFICATION CATEGORY

Mandatory Certification

Arizona*	Kentucky++	New Mexico	South Carolina
Arkansas* (Inactive)	Louisiana	New York	Tennessee (Inactive)
California*+	Maryland**	North Carolina	Texas*
Georgia	Michigan	North Dakota (Inactive)	Virginia
Indiana	New Jersey	Ohio*	Washington
		Pennsylvania	Wisconsin

* Applies to heads of county libraries only.
** Applies to professional positions in county libraries only.
\+ California also has a voluntary registration for all librarians.
++ Kentucky also has a voluntary certification for all librarians.

Permissive Certification

Connecticut	Massachusetts	Montana (Inactive)

Voluntary Certification

Kansas	Nebraska	Nevada	South Dakota
Missouri		New Hampshire	Utah*
			Vermont

* Utah has not yet adopted certification regulations.

No Certification

Alabama	Hawaii	Minnesota	West Virginia
Alaska	Idaho	Mississippi	Wyoming
Colorado	Illinois	Oklahoma	
Delaware	Iowa	Oregon	
Florida	Maine	Rhode Island	

CERTIFICATION LAWS AND PLANS

1972

Arranged Alphabetically by State

ALABAMA

No certification law or plan.

State Agency Comment:

Proposed mandatory law met opposition in the 1971 state legislative session from advocates of governmental reorganization, who opposed the creation of a new Commission. The proposed act is to be reviewed at the 1972 Alabama Library Association meeting and reintroduced at the next regular session of the state legislature.

ALASKA

No certification law or plan.

ARIZONA — Mandatory Law - Heads of County Libraries

Mandatory law in effect for head librarians of county libraries only. Arizona Revised Statutes, 1956, Section 11-906, 908.

Certificating Agency: Board of Library Examiners consisting of the Director of the Department of Library and Archives as ex-officio chairman, the Librarian of the University of Arizona and the Librarian of the Phoenix Public Library.

Requirements: As of November 1971 no specific requirements for certification had been adopted. Administrative Procedure Act requires filing of regulations with Secretary of State. This has been done.

Validity: Holder of a certificate is eligible for the office of County Librarian.

State Agency Comment: No change contemplated.

ARKANSAS — Mandatory Law (Inactive) - Heads of County Libraries

Mandatory law in effect for head librarians of county libraries only. Arkansas Digest of Statutes, 1937, Vol. 1, Section 2632, 2633 as amended in 1949.

Certificating Agency: State Library Board consisting of the Librarian of the Arkansas Library Commission as ex-officio chairman, the President of the State Teachers College and the President of the State Library Association, ex-officio member.

Validity: Holder of a certificate is eligible for the office of County Librarian.

Personnel Standards: The head librarians of multi-county libraries are required to have a 4 year college degree plus 18 hours in undergraduate library science for single and two county units and the fifth year degree for the larger multi-county units.

State Agency Comment: In actuality there is no certification of librarians, since the law has never functioned. Scarcity of librarians and low salaries prevent its application.

CALIFORNIA — Mandatory Law - Heads of County Libraries

Mandatory law in effect for head librarians of county libraries only. California General Laws, 1927, Act 2750, Section 6 and 7.

Certificating Agency: Board of Library Examiners consisting of the State Librarian, ex-officio chairman, the Librarian of the Public library of the City and County of San Francisco, the Librarian of the Los Angeles Public Library, and the current President of the California Library Association. Board empowered to pass on the qualifications and adopt rules and regulations.

Certificate for Heads of County Libraries

Validity: For position of county librarian in any county of the state. Certificate is valid for 5 years. It may be renewed upon application and showing of satisfactory experience as a county librarian in the state at the time or within one year of expiration.

Requirements: (a) Have graduated from a four year school of collegiate level and hold a bachelor's degree.

(b) Have fulfilled one of the following requirements:

(1) Graduation from a graduate library school program accredited by the ALA;

or

(2) Have completed a program of at least twenty-four (24) graduate units in library science;

or

(3) Have the equivalent of (b) (2).

(c) Have completed three full years of acceptable experience in library work of a professional nature, at least one year of which experience must have been of an administrative character.

(d) Have passed the prescribed written examination for said certificate.

(e) Have passed the prescribed oral examination.

(f) Must otherwise not be unable to qualify for the office of county librarian.

State Agency Comment: Rapid and extensive growth of cooperative public library systems in California makes it easier for small county libraries to obtain certified librarians.

CALIFORNIA Voluntary Registration - All who Meet Qualifications

Voluntary registration of librarians, California Education Code, Section 27150.1, adopted 1971.

Registration Agency: Same as Certificating Agency above.

Voluntary Registration
Validity: Only a person enrolled on the register may be known as a registered librarian. Registration expires after 5 years and may be renewed upon application.

Requirements: (a) Have graduated from a four-year school of collegiate level and hold a bachelor's degree.
(b) Have fulfilled one of the following requirements:
(1) Graduation from a graduate library school program accredited by the ALA;
or
(2) Hold a graduate degree in library science and have completed a program of at least twenty-four (24) graduate units in library science:
or
(3) Have the equivalent of (b) (2);
or
(4) Have completed at least one year of graduate study and hold a California credential based on professional preparation in librarianship authorizing service in the public schools as librarian;
or
(5) Have the equivalent of (b) (4)
(c) Have furnished evidence of identity.

State Agency Comment: The new registration program is to begin in fall of 1971.

COLORADO

No certification law or plan for public or institutional libraries.

Personnel Standards: State Civil Service requires that librarians in state service have a fifth year library degree plus experience for other than the first grade.

Public libraries receiving state grants in aid are required to employ librarians with a fifth year of training or with experience in library work. Those without the degree are required"to upgrade their educational qualifications on a regular basis."

CONNECTICUT Permissive Plan (Inactive) - Public Libraries

Permissive plan is authorized under rules and regulations of State Board of Education.

Laws Relating to Libraries, General Statutes, 1958 Revision, Section 11-26.

State Agency Comment: Connecticut's "Standards for Principal Public Libraries" as presented to the State Library Committee* after discussion by Connecticut Library Association at regional meetings 1970 and the annual meeting in 1971 has now been approved by the State Library Committee and has been filed with the proper authorities for enactment. (Section 3 contains a proposed certification program for head librarians.)

* Connecticut State Library Committee is the governing board of the State Library.

DELAWARE

No certification law or plan.

State Agency Comment: "One by one, standards for operation of public libraries are being imposed. Establishment of certification standards and the hiring of certified personnel are in our planning, but no firm target date has been set."

FLORIDA

No certification law or plan.

GEORGIA

Mandatory Law - Public and Institutional Libraries

Mandatory law in effect for professional positions in all public libraries serving a population of over 5,000 and in every library operated by the State or its authority, including libraries of institutions of higher learning. No public funds may be paid to any library failing to comply. Exempted are law libraries of counties and/or cities and libraries of public elementary and high school. Georgia Laws, 1937, p.245.

Certificating Agency: State Board for the Certification of Librarians consisting of 5 persons, 4 of whom shall be appointed by the Governor from a list of 7 nominated by the Executive Board of the Georgia Library Association. The other member is the Executive Secretary of the Georgia Library Commission who serves ex-officio.

Grades of Certificates Issued:

1. Temporary Certificate for Library Clerks
   Validity: For positions in which work is done under the supervision of a professional librarian. Certificates are granted for 1 year or part of a year ending June 30th, and may be renewed at the discretion of the Board.
   Requirements: Graduation from high school.

2. Librarian's Semi-Professional Certificate

Validity: For positions involving duties of a semi-professional nature provided the work is done under the supervision of a full-time professional librarian.

Requirements: Graduation from a 4-year college of recognized standing, including or supplemented by LESS than 12 semester hours in a planned program of library science taken at an institution approved by a state or regional accrediting agency.

2(a). Librarian's Provisional Semi-Professional Certificate

Validity: Same as 2 above but expires in 2 years.

Requirements: Graduation from a 4-year college of recognized standing, including or supplemented by LESS than 12 semester hours in a planned program of library science taken at an institution approved by a state or regional accrediting agency.

3. Librarian's Professional Undergraduate Certificate

Validity: For positions involving duties of a professional nature.

Requirements: Graduation from a library school accredited by the ALA whose curriculum provides a year of library science in the 4-year college curriculum.

4. Librarian's Provisional Graduate Certificate

Validity: For positions involving duties of a professional nature. Valid for 5 years and may be renewed once.

Requirements: Possession of or eligibility for a Librarian's Semi-Professional Certificate or Undergraduate Certificate, and completion of at least 10 semester hours credit in library science from a library school accredited by ALA whose curriculum is on the graduate level.

5. Librarian's Professional Graduate Certificate

Validity: For any professional position.

Requirements: (a) Bachelor's degree in library science from a library school accredited by ALA whose curriculum represents a 5th year or more of work on the college level; or

(b) Master's degree in library science from a library school accredited by ALA; or

(c) possession of a librarian's certificate from another state which requires standards equal to those of Georgia; or

(d) credentials which satisfy the Certification Board that attainments and abilities of the applicant are equivalent to those of a person who is a graduate of a library school accredited by ALA, as described in (a) or (b) above, and that he is competent to perform professional library work ably and efficiently.

6. Librarian's Advanced Graduate Certificate
Validity: For any professional position.
Requirements: Granted to persons who have taken a sixth year of training at a library school accredited by the American Library Association.

State Agency Comment: Shortage in trained personnel makes for difficulties.

HAWAII

No certification law or plan for public or institutional libraries.

State Agency Comment: State Civil Service applies to public librarians and "all professional positions require graduation from an accredited library school with no equivalents." University librarians are exempt from Civil Service.

IDAHO No certification law or plan.

State Agency Comment: State Librarian must be a graduate of an accredited library school.

The Idaho Library Association has maintained a Certification Committee for several years, and their recommendation has been that no formal Certification law is needed at this time. There are only 10 public library units serving populations of more than 10,000 -- these are the only ones which can afford a professional librarian, and all but one of these do have graduates of accredited library schools as chief librarians.

An indirect aid in maintaining professionals has been the policy of the State Library in granting "Service Supplement" annual grants from federal LSCA funds to thos public libraries with full-time professional staff. $1,000 is allocated for the chief librarian and $500 for each additional full-time professional staff member. The grants are paid to the library board, and may be expended at their discretion for any library purpose providing existing local funds are not cut. Much of this grant has gone toward improved salaries, some to books and other operating costs.

ILLINOIS

No certification law or plan for public or institutional libraries.

INDIANA Mandatory Law - Heads of Public Libraries and Comparable Positions

Mandatory law in effect for heads of public libraries and comparable positions. Libraries of education institutions, including school libraries, are exempted.

Indiana Acts, 1941, Chapter 195, p. 591-596, Official Rules and Regulations, 1957.

Certificating Agency: Library Certification Board consisting of the Director of the State Library and 2 additional members appointed by the Governor on the recommendation respectively of the Indiana Library Association and the Indiana Library Trustees' Association.

Grades of Certificates Issued:

Librarian I

Validity: Required minimum grade of certificate for head librarians of libraries serving a population greater than 150,000, and for other comparable professional positions as determined by the Certification Board.

Requirements:

Without Examination - Graduation from an accredited college or university, 1 year of accredited library education, and 10 years of creditable experience or 6 years of creditable experience including at least 3 years of administrative experience.

By Examination - Only those shall be eligible to take this examination who (a) Have graduated from an accredited college or university, or
who present proof of equivalence of such academic standing as prescribed in the Certification Rules and Regulations;
(b) have had Intermediate Library Education (at least 15 semester hours, undergraduate or
in lieu of such library education, hold the Certificate of Librarian IV; and
(c) have had 12 years of creditable experience or 8 years of creditable experience including at least 4 years of administrative experience.

Librarian II

Validity: Required minimum grade of certificate for head librarians of libraries serving a population of 25,001 to 150,000 and for other comparable professional positions as determined by the Certification Board.

Requirements:

Without Examination - Graduation from an accredited college or university; 1 year of accredited library education, and 3 years of creditable experience.

By Examination - Only those shall be eligible to take this examination who (a) Have graduated from an accredited college or university, or
who present proof of equivalence of such academic standing as prescribed in the Certification Rules and Regulation;
(b) have had Intermediate Library Education or in lieu of such library education, hold the certificate of Librarian IV; and
(c) have had 10 years of creditable experience or 6 years of creditable experience including at least 2 years of administrative experience.

Librarian III

Validity: Required minimum grade of certificate for head librarians of libraries serving a population of 10,001 to 25,000, and for other comparable professional positions as determined by the Certification Board.

Requirements:

Without Examination - Graduation from an accredited college or university, and 1 year of accredited library education.

By Examination - Only those shall be eligible to take this examination who (a) Have graduated from an accredited college or university or
who present proof of equivalence of such academic standing as prescribed in the Certification Rules and Regulation;
(b) have had Intermediate Library Education or
in lieu thereof hold the Certificate of Librarian IV; and
(c) have had 8 years of creditable experience or
3 years of creditable experience including at least 1 year of administrative experience.

Librarian IV

Validity: Required minimum grade of certificate for head librarians of libraries serving a population of 5,001 to 10,000, and for other comparable professional positions as determined by the Certification Board.

Requirements:

Without Examination - Graduation from an accredited college or university, and at least 15 semester hours of approved undergraduate library education.

By Examination - Only those shall be eligible to take this examination who (a) Have had 2 years of academic education in an accredited college or university, or
who present proof of equivalence of such academic standing;
(b) have had Minimum Library Education (at least 8 semester hours, undergraduate) or
in lieu thereof, hold the Certificate of Librarian V; and
(c) have had 4 years of creditable experience.

Librarian V

Validity: Required minimum grade of certificate for head librarians of libraries serving a population of 2,000 to 5,000, and for other comparable professional positions as determined by the Certification Board. This certificate is also recommended by the Board for head librarians of libraries serving less than 2,000 with the proviso, however, that such libraries may elect to accept a Provisional Certificate.

Requirements:

Without Examination - Two years of academic education in an accredited college or university or equivalent and at least 8 semester hours of approved undergraduate library education.

By Examination: - Only those shall be eligible to take this examination who (a) Have had 2 years of academic education in an accredited college or university, or
who present proof of equivalence of such education;

(b) accept commitment to a prescribed program of study and work preceding the examination; and
(c) present evidence that they have had,or will have before issuance of a certificate, at least 2 years of library experience which can be accepted as contributing to a knowledge and understanding of library work.

Provisional Certificate

Validity: A Provisional Certificate may be elected by libraries serving a population of less than 2,000 to meet minimum requirements for professional positions until they voluntarily choose to accept the requirements of Librarian V, or until the population served equals or exceeds 2,000.

Requirements: Graduation from high school; assigned reading, supported by evidence that readings have been completed; completion of a prescribed Survey of the local library and related written assignments; and at least 1 year of library experience approved by the Certification Board, the last 6 months of which must be covered by a Temporary Certificate. (A Temporary Certificate valid for 1 year may be issued at the request of a local libary board to cover a substitute or temporary employee or an acting appointee who does not at the time of appointment fully meet the requirements for the appropriate grade of certificate. The Temporary Certificate is renewable by special authorization of the Certification Board on request of the local library board which must submit a statement indicating progress toward meeting the requirements for the requisite permanent certificate.)

Definitions:

The Rules and Regulations which supplement the Indiana Certification law contain 3 pages of detailed definitions of various terms employed in the summary above. Only a few, representing those essential to an understanding of the plan, are here reproduced.

"Creditable experience" is interpreted to mean experience obtained after attaining professional status.

"Professional status" is interpreted to mean experience attained on completion of at least minimum library education as defined by the Library Certification Board or a valid equivalent of such education that is accepted by the Board.

"Accredited library education" is defined as completion of at least 1 year of professional study on the graduate level taken in an accredited library school and validated by a diploma or certificate.

"Approved undergraduate library education" is defined as elementary instruction in library science taken, after 2 years of academic college work, in an institution approved to give such undergraduate library instruction.

State Agency Comment: The shortage of trained personnel is

the main reason we have difficulty in enforcing the law."

IOWA

No certification law or plan.

KANSAS Voluntary Plan - All Libraries

Voluntary plan for all libraries whereby certificates are issued on request to those who meet the requirements of various grades.

Certificating Agency: Board of Certification of the Kansas Library Association consisting of the State Librarian and 2 other members appointed by the Executive Board of the Association.

Grades of Certificates Issued:

3B Certificate - High school graduation, 1 library methods workshop and 2 years' experience.

3A Certificate - High school graduation, 1 library methods workshop, 10 years' administrative experience.

2B Certificate - 2 years' college, 1 library methods workshop and 2 years' experience.

2A Certificate - 4 years' college including a major in library science. (Refers to schools designated as Type III by the ALA Board of Education for Librarianship.)

1B Certificate - 4 years' college, 1 summer session of library training and 2 years' experience.
In-service correspondence courses from recognized library schools will be considered in awarding the 2B and 1B certificates.

1A Certificate - 4 years' college and 1 year of library school.

Prior Service Certificate - For all librarians who were employed at the time voluntary library certification was adopted. Those eligible for Prior Service Certificates are also eligible for any other grade for which they qualify.

KENTUCKY Mandatory Law - Public and Institutional Libraries

Mandatory law in effect for full-time professional positions in public libraries and all other libraries supported in whole or in part by public funds except county law libraries, law libraries, law and legislative libraries, public school libraries, and libraries in cities, or other governmental units having a population of less than 3,000. The Board is also authorized to issue certificates to qualified persons who are employed in libraries not supported from public funds. School librarians must be certified by the Department of Education.

Kentucky Revised Statutes, Title XIV, chapter 171.

Certificating Agency: State Board for the Certification of Librarians in the Library Extension Division, composed of the Director of the Library Extension Division, and five members appointed by the Governor from a list submitted by the Board of Directors of the Kentucky Library Association. Two members shall be full-time professional librarians in institutions of higher learning and one a library trustee.

Grades of Certificates Issued: Certificates are issued with minimum requirements in respect to academic and professional education and work experience.

Grade A Certificate

Validity: For Head Librarian positions in libraries serving a population of 100,000 and over, county librarian in counties of over 150,000, the Kentucky Historical Society, and in Libraries of State Institutions.
Requirements:
Bachelor's degree;
library science degree from an ALA accredited institution with a M.S. in L.S., or a
fifth year B.S. in L.S.;
three years of subsequent successful experience.

Grade B Certificate

Validity: For Head Librarian postions in libraries serving a population of 20,000 to 100,000; county librarian in counties of 100,000 to 149,999; for heads of departments postitions in libraries serving a population of 100,000 and over, the Kentucky Historical Society, and in state institutional libraries.
Requirements:
Bachelor's degree and
M.S. in L.S. or a fifth year B.S. in L.S. from an ALA or regionally accredited institution.
Or as an alternative,
twenty-four hours of work in library science in addition to the bachelor's degree with at least an average of Grade C in a library science department, division, or school approved by a regional accrediting association and three years of successful subsequent experience.

Grade C Certificate

Validity: For Head Librarian positions in libraries serving a population of 8,000 to 20,000; county librarian for counties of 60,000 to 99,999; for branch librarians professional assistant positions in libraries serving a population of 20,000 to 100,000 and state institutional libraries.
Requirements:
Bachelor's degree and
Twenty-four hours of work in library science with at least an average of C in a library science department, division or school approved by a regional accrediting association.

Or as alternative,
eighteen hours of library science with at least an average grade of C taken as part of or following the bachelor's degree in a library science department, division, or school approved by a regional accrediting association and
two years of successful subsequent experience.

Grade D Certificate

Validity: For Head Librarian postions in libraries serving a population of 3,000 to 8,000; county librarian for counties of 20,000 to 59,000; and for professional assistant positions in libraries serving a population of 3,000 to 20,000.

Requirements:
Bachelor's degree and
eighteen hours of library science which are approved by the Board for Certification of Librarians; or eighteen hours in library science courses, including not more than four workshops in library science, which are approved by the Board for Certification of Librarians.

Certificate of Library Experience

Validity: For County Librarians of counties with less than 20,000 in population, and for bookmobile librarians and bookmobile-driver librarians.

Requirements:
High School diploma and
four library science workshops of at least two weeks' duration and which are approved by the Board for the Certification of Librarians; or twelve hours in library science, or a combination of both. These hours may be taken by the student for credit or non-credit.
A series of at least ten regional workshops may be accepted as a substitute for only one two weeks' workshop.

Temporary Certificates

A temporary Certificate shall be issued to a person in the process of obtaining Grade C, or Grade D, or a Certificate of Library Experience; four years to be allowed for obtaining such Certification.

Certificates of librarianship shall be available on a voluntary basis to all librarians employed in libraries of the state which do not come under the purview of Kentucky Revised Statutes 171.230 to 171.300. Such voluntary certification shall be in accordance with the principles and procedures that apply to required certification as set forth by statutes and by regulation.

State Agency Comment: There are limitations to the effectiveness of the law due to the shortage of trained librarians.

LOUISIANA — Mandatory Law - Heads of Public Libraries

Mandatory law in effect for head librarians in city or parish libraries with the exception of the Parish of Orleans and City of New Orleans. Louisiana Acts, 1926, No. 36, Section 12, R.S. Title 25, Section 222.

Certificating Agency: State Board of Library Examiners composed of 3 members, all of whom must be experienced and trained librarians, appointed by the Louisiana State Library Board of Commissioners.

Types of Certificates Issued:

Executive Certificate

Validity: For Head Librarian position in any library to which the law applies. Certificate is issued for 5 years, and is renewable if the holder is serving in a satisfactory manner in an executive position in a city or parish library.

Requirements:

Bachelor's degree, and either a second bachelor's degree, as a B.S. in L.S., or a master's degree with at least one academic year of library science from a library school program accredited by the ALA. Three years of executive experience in a public library of recognized standing, after receiving the library science degree. Candidates must attain a grade of at least 75 on an examination covering the following aspects of public library service:

1. Library organization and administration
2. Library budgets and financial operation
3. Standards for library service
4. Louisiana Library Law
5. Current status of library development in Louisiana

Temporary Certificate

Validity: Issued for Head Librarian positions only in emergencies. It is expected that holders of the Temporary Certificate will qualify for the Executive Certificate within 3 years.

Requirements:

Qualifications same as for the Executive Certificate except that no executive experience is required.

MAINE

No certification law or plan in effect for public or institutional libraries.

State Agency Comment: The matter in under consideration by a committee of the Maine Library Association.

MARYLAND — Mandatory Law - Professional Positions in County Libraries

Mandatory law in effect for all professional positions in county libraries except that persons occupying professional positions on January 1, 1945, in county libraries are considered as having met the standards set up by the State Board of Education for the appropriate certificate.
Annotated Code of the Public General Laws of Maryland, 1951, Article 77.

Certificating Agency: State Board of Education.

Types of Certificates Issued:

County Library Administrator
County Librarian of Special Services
County Branch Librarian
Library Assistant
Validity: For professional positions in county libraries as indicated by titles of certificates. Certificates are valid for 3 years and may be renewed for 4 years, then for 6-year periods, upon evidence of successful experience and professional spirit.
Requirements:
Graduation from a college approved for the training of librarians by the ALA or by the Maryland State Board of Education, provided the applicant has completed a full year or 30 semester hours in library science; and tentative appointment to a position for which the particular certificate is required.

Emergency Certificate
Validity: For professional positions in county libraries when persons qualified to hold regular certificates are not available to fill vacancies. Emergency Certificates are valid only for the period in which the emergency condition prevails.
Requirements:
Graduation from an approved college, and completion of at least 6 semester hours in library science. The applicant must also present a program for qualifying within 6 years for a regular certificate.

MASSACHUSETTS — Permissive Law - All Libraries other than School

Certificates granted on request. Massachusetts General Laws, 1948, Chapter 78, Section 22-31. (School librarians are certified by the Board of Education under the mandatory Teacher Certification Law of 1960.)

Certificating Agency: Board of Library Commissioners Committee of professional librarians practicing in the Commonwealth as advisor.

Types of Certificates Issued:

Professional Certificate
Validity: Certifies holder as a professional librarian qualified by education, training, or study and experience

to practice library work in a position requiring a knowledge of books and of library aims and techniques equivalent to that attained through graduation from a library school accredited by the American Library Association.

Requirements:

(1) Graduation with a degree from a library school accredited by the ALA; or

(2) the passing of an examination which, with due consideration of education, professional training, practical experience and demonstrated ability, shall satisfy the Board that the candidate is qualified to perform professional work; or

(3) Possession of a certificate issued by any state in which the requirements for certification are satisfactory to the Board.

Prerequisites for the certification examination

(a) General Education: Graduation from a four-year accredited college.

(b) Professional Education: Completion of 18 semester hours of library science courses from an accredited institution.

(c) Experience: A total of at least three years non-clerical experience (experience of a professional nature)

Subprofessional Certificate

Validity: Certifies holder as qualified through an elementary knowledge of library techniques to engage in the necessary library routines involved in the acquiring and circulation of books, but not qualified as a professional librarian.

Requirements:

Qualifications, which in the opinion of the Board merit certification to practice library work in a position not requiring the educational and other qualifications for certification as a professional librarian. Includes six months satisfactory service in a position requiring an elementary knowledge of library techniques.

Provisional Subprofessional Certificate

A temporary certificate with a six-month termination date for persons appointed to subprofessional positions who have less than six months previous appropriate library experience.

Certification Procedure:

Professional

The application form should be completed and returned to the Bureau of Library Extension, 648 Beacon St. Boston, Mass. 02215, together with the certification fee of three dollars ($3.00) in the form of a check or money order made payable to the COMMONWEALTH OF MASSACHUSETTS.

Subprofessional

The same procedure should be followed as for a professional certificate above, with the addition of a validating statement signed by the employing authority certifying that the applicant (identified by name) has attained an elementary knowledge of library techniques and has been employed for a period of at least six months in a position requiring this knowledge. The specific dates of employment should be included.

Provisional Subprofessional

The completed application form should be returned to this agency. No fee is required. The provisional certificate may be exchanged at the end of the six-month period for a permanent one provided the requirements for a sub-professional certificate stated above have been met. The applicant and/or the local employing authority will be expected to assume responsibility for initiating the correspondence to effect this exchange before the expiration date.

School Librarian Certification

This is a separate certification program and inquiries concerning it should be directed to the Bureau of Teacher Certification and Placement of the Massachusetts Department of Education, 182 Tremont Street, Boston 02111.

MICHIGAN — Mandatory Law - Professional Positions in Public Libraries

The State Board of Education is authorized by law to set standards for library systems and public libraries and to issue certificates to library employees. The Michigan Compiled Laws and Michigan Administrative Code contain specific authorization for the application of these standards to the distribution of state aid grants. Mandatory law in effect for all professional positions in public libraries. Michigan Public Acts 1937, 106; 1964, 59 and 287; 1965, 286 and 380.

Certificating Agency: State Board for Libraries consisting of 5 members appointed by the Governor with the advice and consent of the Senate. The State Librarian is Secretary of the Board.

Types of Certificates Issued:

Librarian's Permanent Professional Certificate

Requirements:

A bachelor's degree from an accredited college or university,
master's degree or its equivalent from a library school accredited by the ALA,
four years of satisfactory professional experience in a library or libraries approved by the Michigan Department of Education after completion of the education requirements in subdivisions 1 and 2.

Librarian's Professional Certificate shall be granted, valid for four years, to a person who meets the qualifications stated in 1 and 2 above. This may be exchanged for a librarian's permanent professional certificate as soon as the experience requirement is met.

Special Professional Certificate
shall be granted to a person having a master's degree in a special subject field, other than library science, and employed in a professional capacity in a public library.

Librarian's Limited Certificate
shall be granted to a person who is employed in a Michigan public library and who is:

A college graduate with 24 semester hours of library science (major or its equivalent),
or
A college graduate enrolled in a library school accredited by the ALA.

Limited Professional Certificate
shall be granted to a person who is a college graduate with a major (24 semester hours) in a subject field, and is employed in a Michigan public library.

Library Technician's Certificate
shall be granted to a person upon completion of a two-year library technician curriculum at an institution approved by the Michigan Department of Education.

Certificate of Library Experience
shall be granted, valid for three years, to a person who has graduated from high school and successfully completed one library workshop, or has equivalent training approved by the Michigan Department of Education, within two years after his appointment. This may be reissued by the Michigan Department of Education upon submission of evidence of continuing growth through academic courses, institutes or other in-service education.

Personnel Standards for Library Systems:

1. A library system serving 100,000 population or more shall have:
   a. A head librarian with a librarian's permanent professional certificate and at least one year of administrative experience.

   b. A professional staff including the head librarian, of at least ten members. It is recommended that the professional staff include at least one professional librarian having either the librarian's permanent professional or librarian's professional certificate, in charge of each service area; as, Reference and Research, Information and Advisory Services for Adults, Extension Services; a professional librarian in charge of each service point having a population of 10,000

or over; or one professional for each 10,000 population served. Any professional staff giving service by contract shall be equated as part of the minimum personnel. Not more than 50% of the professional staff may hold librarian's limited certificates, professional limited certificates or special professional certificates.

II. A library system serving at least 50,000 population with an area density under 35 per square mile shall have:

a. A head librarian with a librarian's permanent professional certificate.

b. A professional staff, including the head librarian, of at least five members. It is recommended that one professional librarian be in charge of each service area. Professional staff giving service by contract shall be equated as part of the minimum personnel. At least three out of five members of the total professional staff shall be graduate professional librarians. Not more than 40% of the professional staff may hold librarian's limited certificates, professional limited certificates or special professional certificates.

III. A provisional library system serving a population less than 100,000 with a density over 35 persons per square mile shall meet personnel standards under Item II and have plans for reaching personnel standards described in Item I listed above.

IV. A provisional library system serving a population less than 50,000 with a density under 35 persons per square mile shall have plans to reach the personnel standards described in Item II above.

Personnel Standards for Unaffiliated Libraries:

Class I - Population Served less than 3,000

1. Staff - One paid worker, who shall be at least a high school graduate, holding a certificate of library experience or a library technician's certificate, on duty at all service hours, except during vacation or sick leave.

Class II - Population Served 3,000 - 4,999

1. Staff - Head Librarian holding a certificate of library experience or a library technician's certificate, preferably with two years of college education, employed as a full-time worker.

Class III - Population Served 5,000 - 12,999

1. Staff - Head librarian having at least a bachelor's degree with a major in library science, eligible for or holding a librarian's limited certificate, and one assistant holding a certificate of library experience or a library technician's certificate.

Class IV - Population Served 13,000 - 24,999

1. Staff - Head librarian holding a librarian's professional certificate and one assistant holding a librarian's limited certificate.

Class V - Population Served 25,000 or over

1. Staff - Head librarian holding a librarian's permanent professional certificate and one professional staff member for each 10,000 population in the service area. Not more than 50% of the professional staff may hold special professional certificates.

MINNESOTA

No certification law or plan in effect for public or institutional libraries.

State Agency Comment: Libraries receiving state or federal aid must be under the direction of a professional librarian with sufficient professional staff.

MISSISSIPPI

No certification law in effect for public libraries.

State Agency Comment: There is to some extent voluntary certification in that in order to qualify for the state library agency's permanent personnel grants program, libraries are requiring that new employees meet the educational requirements set up by the Mississippi Library Commission and the Mississippi Library Association.

MISSOURI — Voluntary Plan - Public and School Libraries

Voluntary plan for public and school libraries whereby various grades of professional certificates are issued on request to those who meet the requirements.

Certificating Agency: Certification Board of Missouri Library Association.

Grades of Certificates Issued:

Librarian's Professional Life Certificate (LPL)

Four years of college or university plus a degree in Library Science from an accredited library school.

Librarian's Five-Year Certificate (L-5)

Four years college or university, including or plus one year of library science (24 semester hours), or
Four years college or university, including or plus 12 semester hours library science, and three years of successful experience in a responsible position.

Librarian's Three-Year Certificate (L-3)

Four years college or university, including or plus 6 semester hours library science, and two years of successful experience, or
Four years college or university, including or plus 12 semester hours library science.

Incumbent Administrative Librarian's Life Certificate (IALL)

Granted to administrative head librarians, regardless of academic background.

Explanation of Terms Used:

Library Science Degrees - Degrees from school programs accredited by ALA.

Six hours library science- Courses taken in a 4-year institution of higher education.

Promotions and Renewals - In order to obtain renewal of a certificate or to qualify for the next higher grade certificate, the candidate must not only meet the conditions specified, but must submit evidence, such as an annual report or the statement of his Library Board of Trustees or his Librarian, of successful work under the present grade certificate held, and evidence of professional growth.

Responsible Position - The position of librarian, assistant librarian, head of a department or branch, a specialist (such as a cataloger), senior assistant, or a children's librarian.

Certification Procedures:

Application for certificate, renewal or promotion should be sent to the Secretary of the Certification Board of the Missouri Library Association, 308 High St. Jefferson City, Missouri 65101. There is a charge of fifty cents (50¢) which should be sent with the application.

The Board will meet twice a year, and all applications should be in the hands of the Secretary by March 1st or September 1st.

Applicants holding certificates from other states will be granted a certificate of a comparable grade.

In all statements of length of service, if not full time work, for any grade, the number of hours worked per week must be stated.

MONTANA Permissive Plan (Inactive) - Public Libraries

Permissive certification for public library personnel. The State Library Commission is empowered to act as a state board of professional standards and library examiners and develop standards for public libraries and adopt rules and regulations for the certification of librarians. The Commission has not exercised its power to adopt rules and regulations for certification, although it has adopted standards for libraries , shown below.

Certificating Agency: State Library Extension Commission serves as State Board of Library Examiners; consists of the Librarian of the State University, the State Superintendent of Public Instruction, and 3 other members appointed by the Governor.

Personnel Standards for Libraries:

Postition classification: Library positions should be clearly defined and differentiated in terms of requirements, duties, and responsibilities. Each library should have a position classification plan, grouping similar positions for equitable personnel administration.

Written personnel policies: In addition to the position classification plan, each library should have written personnel policies which provide for:

(a) Appointments, promotions, and dismissal of personnel in libraries on the basis of merit, without regard to race, sex, marital status, national origin, political opinions, or religious beliefs.

(b) A specified probationary period for new employees, and periodic performance evaluation for all staff members.

(c) Benefits, such as vacation and sick leave allowances, retirement, health and life insurance.

(d) Leaves of absence, with pay and travel allowance, for attendance at professional meetings, institutes, and workshops.

Salaries:

(a) Salaries for all staff members should reflect their responsibility within the library, or federation and be competitive:

(1) Within the community for those positions normally filled locally, and

(2) Nationally, for those positions for which the library competes in a national market.

(b) Salary schedules should provide for regular increases. Where practicable, there should be provision for special salary increases for superior performance.

Staffing Requirements:

(a) The number of staff members should be sufficient to

perform the duties involved in selecting organizing, and interpreting materials, and to provide consistently efficient service at all hours when the library is open to the public. In general, one staff member (full-time or equivalent) should be the minimum provision for each 2,000 people in the service area. In calculating staff requirements under this standard, pages should be included but not maintenance personnel. If the ratio of staff to population fails to meet this standard, the whole plan of service provided, including hours open, staff on duty, and coverage of the service districts, should be carefully scrutinized for adequacy.

(b) Generally, the professional (requiring the training acquired by graduation from a library school accredited by the American Library Association) and library assistant (requiring a broad general education strengthened by courses in librarianship, in-service training, and/or well supervised library experience) staff in a library system should be approximately one-third of total personnel. Supporting staff, including clerical staff, clerical supervisors, and other non-librarian staff (excluding maintenance staff) should be approximately two-thirds. Changes in operational procedures brought about by automation or contractural arrangements may change this ratio.

(c) Staff on a bookmobile should include at least two persons: a librarian or library assistant, and a driver-clerk. Federation specialists in reference, children's services, etc., should work closely with the bookmobile staff in the interest of its patrons.

(d) In each library federation, there should be at least one professional staff member with special competence for, and experience in each of the following aspects of library service:

(1) Administration
(2) Organization and control of materials
(3) Selection, information, and advisory service for adults
(4) Selection, information, and advisory service for young adults
(5) Selection, information, and advisory service for children
(6) Extension services, including services to those persons in need of special types of services, such as inmates in correctional institutions, the homebound, the culturally disadvantaged, and the blind and handicapped, and those living at a distance from library agencies.

A library federation may need more than one specialist in several of these fields, and may also require subject specialists.

In-Service training and professional guidance:

(a) the larger library should provide a program of routine and specialized in-service training for its staff, and should provide opportunities for its staff members to participate in

training programs offered by local, regional, state and national organizations and agencies. The smaller library should provide opportunities for its staff to participate in training offered by such agencies.

(b) All libraries should encourage staff to belong to, and participate in activities of professional library organizations.

(c) The headquarters library in a federation should provide regular training opportunities for all library staff members in the federation area.

(d) All Montana public libraries should utilize the professional assistance and guidance available from the Montana State Library.

State Agency Comment: A voluntary certification plan remains on the books, though it has not been used for some years. It needs the attention of the State Library and the Montana Library Association.

NEBRASKA — Voluntary Plan - All Libraries

Voluntary plan for all libraries whereby certificates are issued on request to those who meet the requirements for the various grades.

Certificating Agency: Public Library Certificating Board of the Nebraska Library Association.

Grades of Certificates Issued Based on Education and Training:

First Grade Certificate

4 years of college, 1 year library school, 2 years of experience; or
Second Grade certificate and 2 years of experience in a library area of 10,000 population or more.

Second Grade Certificate

4 years of college, 1 year of library school; or
3 years of college, 1 year library school, 1 year of experience; or
2 years of college, 1 year library school, 2 years of experience; or
1 year of college, 1 year library school, 3 years of experience; or
4 years of college, at least 6 weeks of library school, 2 years of experience; or
3 years of college, at least 6 weeks of library school, 3 years of experience; or
2 years of college, at least 6 weeks of library school 4 years of experience; or
1 year of college, at least 6 weeks of library school, 5 years of experience; or
4 years of high school, 1 year of library school, 6 years of experience; or
Third Grade Certificate and 7 years of experience in

Third Grade Certificate

4 years of high school, 6 weeks of library school, 1 year experience; or
4 years of high school, 4 years of experience in a library area of 2,000 population or more; or
4 years of college, 1 year of library experience.

Fourth Grade Certificate

4 years of high school, 2 years of experience.

Grades of Certificates Issued Based on Experience

First Grade Certificate

10 years of experience in executive position in a library area of 10,000 population or more; or
10 years of experience as library assistant in a library area of 20,000 population or more.

Second Grade Certificate

10 years of experience in executive position in a library area of 5,000 population or more; or
10 years of experience as library assistant in a library area of 10,000 population or more.

Third Grade Certificate

8 years of experience in executive position in a library area of 2,000 population or more; or
8 years of experience as library assistant in a library area of 5,000 population or over.

Fourth Grade Certificate

6 years of experience in executive position in a library area of less than 2,000 population; or
6 years of experience as library assistant in a library area of 2,000 population or more.

NEVADA — Voluntary Plan - All Libraries

Voluntary plan for all libraries whereby certificates are issued on request to those who meet the requirements of various grades. Nevada Library Association voluntary certification plan for Public Librarians as adopted in October, 1963.

Certificating Agency: Committee of the Public Librarians/Trustees section of the Nevada Library Association.

Grades of Certificates Issued:

Grade I Certificate

Prior service certificate; not issued after 1957.

Grade II Certificate

Graduation from an accredited junior college; or
2 years of satisfactory college work; or
60 semester hours of correspondence work at the college level; or
Successful completion of a nationally recognized test

as evidence that the applicant possesses general knowledge equivalent to 2 years of college, and
3 courses (8 or 9 semester hours) of library science as part of college work or in addition to it, earned by extension, correspondence, or enrollment on a college campus.

Grade III Certificate

Graduation from an accredited college or university; or equivalency tests from an nationally recognized testing authority as evidence that the applicant possesses general knowledge equal to that gained in 4 years of college work, and
5 courses (15 or 16 semester hours) in library science taken during or after college work.

Grade IV Certificate

Possession of a Grade III certificate and successful completion of a professional examination comparable to the comprehensive examination given as a requisite for graduation at accredited library schools.

Grade V Certificate

Graduation from an ALA accredited library school.

(All applicants for certificates must successfully complete an examination on Nevada library laws, and in Nevada history and bibliography, or present credit for a Nevada history course at the university level.)

Personnel Standards for Libraries:

Minimum number of personnel for those libraries serving 2,500 to 100,000, based on the 1963 revision of the Nevada Library Association's voluntary certification plan for public librarians.

POPULATION	PERSONNEL (CERTIFICATION LEVEL)	PERSONNEL (NUMBER) Single	System
Under 2,500	Provisional Certificate	1	
2,500 -4,999	Grade II	1	
	Clerk-Typist	1	
5,000-9,999	Grade IV or	1	1
	Grade III	1	1
	Grade II	0-1	0
	Provisional Certificate	0	1 per service outlet
	Clerk-typist	1	1
	Page	1	1

POPULATION	PERSONNEL (CERTIFICATION LEVEL)	PERSONNEL (NUMBER)	
10,000-24,999	Grade V	1	1
	Grade IV or V	1	1
	Grade III	0-2	1
	Grade II	0	1 per service outlet
	Clerk-typist	2-3	2
	Clerk	0-1	2
	Page	2	2
25,000-49,999	Grade V	Single System	
	Grade IV	1	1
	Grade III	1	1
	Grade II	1	1 per service outlet
	Administrative Assistant	1	1
	Clerk-typist	3-4	3
	Clerk	1-2	1-2
	Page	1 1/2-3	2
50,000-100,000	Grade V	4-6	4-6
	Grade IV	4	
	Grade III	4	4+1 per service outlet
	Administrative assistant	1	1
	Prinicipal clerk-typist	2-3	2
	Clerk-typist	5-6	5-6
	Clerk	5-6	4-5
	Page	2-4	2-4

Certification Procedure:

Applicants for certificates requiring course work must present transcripts of credit to the certification authority as evidence of satisfactory completion of the course work.

Library science courses must be distributed among the fields of administration, reference, book selection, and technical processes, directed toward public library service.

A statement from the degree-conferring school will be considered sufficient evidence that Grade V applicant has met ALA requirements.

Library boards are the sole judges of a librarian's personal qualifications. The Certification Committee makes no evaluation of these factors. The only function of the Committee is to set minimum recommendations for educational qualifications. For more information, see the Field Services Librarian from the State Library, or write:

Nevada Library Certification Committee
c/o Nevada State Library
Carson City, Nevada 89701

NEW HAMPSHIRE Voluntary Plan - All Libraries

Voluntary plan for all libraries whereby certificates are issued on request to those who meet the requirements of various grades. New Hampshire Library Association. Voluntary certification for New Hampshire Librarians and assistants, May 2, 1957.

Certificating Agency: Certification Board of the New Hampshire Library Association.

Grades of Certificates Issued:

Grade I Certificate

College graduation with a degree from an accredited library school, plus 5 years' successful experience in a responsible library position.

Grade II Certificate

College graduation with a degree from an accredited library school, plus 5 years' successful experience in a responsible library position.

Validity: The Professional Certificates signify that the holders are qualified for head librarian positions in libraries serving populations of 5,000 or over, or those open daily.

Sub-Professional Certificates

Grade III Certificate

College Graduation and completion of the 12 weeks' course (3 weeks per summer for 4 years) in elementary library techniques at the University of New Hampshire, or its equivalent.

Grade IV Certificate

High school graduation and completion of the 12 weeks' course in elementary library techniques at the University of New Hampshire or its equivalent. A Temporary Grade IV Certificate, valid for 2 years, will be issued upon completion of 2 summers' work in elementary library techniques.

Grade V Certificate

High School graduation plus evidence of professional study and effort.

Validity: All sub-professional certificates are issued for a 2 year period, subject to renewal by the Certification Board, and signify that the holders are qualified for head librarian positions in libraries serving population of 5,000 and under.

NEW JERSEY Mandatory Law - Professional Positions in Public Libraries

Mandatory law in effect for professional positions in libraries supported in whole or in part by public funds, serving communities or groups of communities of 10,000 or over. New Jersey Public Laws of 1956, chapter 152 and New Jersey State Board of Education. Rules Concerning Professional Librarians' Certificate, March 6, 1957 .

Certificating Agency: State Board of Examiners, Department of Education.

Requirements: A degree in library science from an accredited institution or equivalent preparation including thirty semester hour graduate or undergraduate credits in library science.

Validity: Certificates are valid for professional positions, and certify that the holder possesses the minimum professional qualifications. Additional qualifications beyond the minimum represented by the certificates may be required by employing libraries for professional positions above the entrance level.

NEW MEXICO Mandatory Law - Chief Librarians

Mandatory law in effect for chief librarians of any library supported in whole or in part by public funds or of any state agency or state supported institution except public school or county law libraries. New Mexico Statutes annotated, 1953 Compilation, sections 4-11-8 through 4-11-8.4, 4-11-10 and 4-11-11.

Certificating Agency: State Library Commission

Grades of Certificates Issued:

Permanent Professional Librarian's Certificate

Validity: Required minimum grade of certificate for head librarians in libraries serving a population in excess of 15,000; or of any state agency or state supported institution.

Requirements:

Graduation from a library school accredited by the American Library Association.

Grade I Certificate

Validity: Required minimum grade of certificate for head librarians in libraries serving a population of 3,000 - 10,000.

Requirements:

Completion of a minimum of 2 years of undergraduate work plus a minimum of 9 semester hours of library science courses in an institution accredited by its state department of education or a regional accrediting agency; and a demonstrated ability to perform the duties of a grade I librarian ably and efficiently; or a demonstrated ability to perform the duties of a grade I librarian ably and efficiently; and successful

passing of the examination given by the State Library Commission for a grade I certificate.

Grade II Certificate

Validity: Required minimum grade of certificate for head librarians of libraries serving a population of from 10,001 - 15,000.

Requirements:

Graduation from a college or university accredited by its state department of education or a regional accrediting agency with a major in library science, or completion of a minimum of 21 semester hours of library science courses beyond the requirements of a grade I certificate: or

A demonstrated ability to perform the duties of a grade II librarian ably and efficiently, and successful passing of the examination given by the State Library Commission for a grade II certificate.

Certification Procedures:

A. A remittance of $5.00 shall accompany the application for a certificate issued without examination. A certified copy of the applicant's transcript of credit showing satisfactory completion of work for the degree shall also accompany the application.

B. A fee of $10.00 shall accompany the application for a certificate issued by examination.

C. In the case of applicants for Grade I and Grade II librarian's certificates, a certified copy of the applicant's transcript of credit showing satisfactory completion of the work for the degree, and the semester hours of academic courses and library science courses shall accompany the application.

D. The application for a temporary certificate and any renewal thereof shall be accompanied by a remittance of $5.00.

The application shall be addressed to the State Board of Librarian Certification New Mexico State Library Commission, P.O. Box 1629, Santa Fe, New Mexico 87501. The certificate shall be issued to the applicant within ninety days after the application is filed in the case of those qualifying without examination; or the applicant shall be advised within that period that the application has been denied or why it has yet been issued. All applications to take the librarian's certification examinations shall be filed with the secretary of the Board not less than thirty days prior to the date for the next examination.

NEW YORK

Mandatory Law - Professional Positions in Public and Free Association Libraries

Mandatory law in effect for professional positions in registered public and free association libraries serving a population of 5,000 or over. Libraries must comply in order to receive state aid funds and/or local tax levies. New York Education law, Section 254.

Certification Regulation. Approved by the Regents September 15, 1950 and amended September 26, 1952; April 24, 1953; May 21, 1954; February 24, 1956; January 25, 1957; April 25, 1958; June 26, 1959; December 18, 1959; and May 27, 1965.

Certificating Agency: The Division of Library Development, under the authority of the Commissioner of Education issues certificates under regulations of the State Education Department approved by the Board of Regents of the University of the State of New York.

Types of Certificates Issued:

Professional Certificate

a. General Education - Four full years of course of study in an approved college or university culminating in a bachelor's degree or its equivalent as determined by the Commissioner of Education.

b. Professional Education - one full year of education in an approved library school culminating in an appropriate degree or credential, or equivalent education.

c. Experience - Two full years of experience in a professional library position in a registered public or free association library or other library meeting equivalent standards satisfactory to the commissioner. Such experience must have been obtained subsequent to completion of all professional educational requirements and must be substantiated by evidence of satisfactory service during the period.

d. Examination - Passing of an examination covering basic professional library knowledge and practical application of professional principle.

Provisional Certificate

Issued to applicants meeting the requirements of a and b above - This certificate is valid for 4 years and may be renewed for 2 years during which time the holder may occupy professional positions in registered public or free association libraries in the State of New York.

Exchange of Certificates

Holders of the (1) librarian's graduate library school life certificate and (2) librarian's professional life certificate shall receive the public librarian's professional certificate upon application.

Notes:

1. The Commissioner of Education may in his discretion excuse the default of a library board in employing a librarian not properly certified and legalize the time so served.

2. If a registered public or free association library serving a population over 250,000 at any time shall find it impossible to employ a satisfactory holder of a public librarian's professional certificate for a library position requiring unusual background and education in a specialized subject field, the library board may submit to the Commissioner of Education a statement of the facts involved and request that the position be exempt from certification regulations.

3. Certification without examination.
The Department may, upon the recommendation of the examination committee, grant a certificate without examination to professional librarians seeking employment in a public library or free association library in New York State upon the following conditions:

a. That the candidate has submitted evidence indicating that he (1) has completed the education qualifications for the professional certificate, including a graduate library degree from a library school located within New York State which is registered by the State Education Department, or from a library school which is accredited by the American Library Association; and
(2) has satisfactorily completed two full years of experience in a professional library position; or

b. That the candidate furnish satisfactory evidence by documents, or by interview with the committee, as the committee may direct, that he
(1) possesses educational qualifications fully equivalent to those that are required in this state; and
(2) is and has been for a period of at least three years, not including time spent in the position for which he is seeking certification, in the practice of professional librarianship in a position or positions which in the judgment of the examination committee, involves the supervision of library personnel or considerable administrative responsibility requiring independent judgment and decision at the highest level; and

c. That the candidate applying for a certificate under this subdivision pay the statutory fee required for the issuance of the certificate.

4. Reciprocity: A librarian's certificate duly issued by the state authority in a state meeting New York State standards and currently in full force and effect shall be endorsed provided the holder of such certification shall have not less than three years of experience.

NORTH CAROLINA — Mandatory Law - Professional Positions in All Libraries

Mandatory law in effect for professional positions in all libraries. Employment of a properly certified librarian as director of library service is required to qualify for state aid. General Statues of North Carolina, Chapter 125, Section 9-10, revised 1955 and Regulations for Certification of Public Librarians, Revised, 1963.

Certificating Agency: Library Certification Board consisting of the State Librarian, the Dean of the School of Library Science of the University of North Carolina, the President of the North Carolina Library Association, and one librarian appointed by the Executive Board of the North Carolina Library Association.

Requirements: Ungraded, permanent, professional certificates are issued to applicants who:

(a) hold a fifth-year graduate degree (B.S. in L.S.,M.S., or the equivalent) from a library school program accredited by the the ALA at the time his degree was awarded; or
(b) hold a master's degree in librarianship from an institution of higher education which is not accredited by the ALA but which is approved by a national, regional, or state accrediting body, and have completed 1 year of professional experience in a public library; or
(c) hold a bachelor's degree from an institution of higher education approved by a national, regional, or state accrediting body which includes a minor sequence in library science and, have completed not less than 15 semester hours (24 quarters hours) of graduate study in librarianship in a school program accredited by the ALA, and, have completed not less than 2 years of professional experience in a public library. The total library science content in undergraduate and graduate study programs combined shall aggregate not less than 30 semester hours (45 quarter hours).

Certification Procedure:

Applicants for certification under these regulations should write to the North Carolina State Library, P.O. Box 27611, for the necessary forms.

NORTH DAKOTA — Mandatory Law (Inactive) All Libraries

The State Library Commission shall establish levels of certification for the librarians of the state such as will meet the standards recommended by the American Library Association.
North Dakota Library Law section 54-24-03(12).

State Agency Comment: The section has never been implemented by the State Library. However, plans are being made to certify public librarians for certain levels of accomplishment in the near future.

OHIO Mandatory Law - Heads of County Libraries

Mandatory law in effect for head librarians of county district libraries only - Ohio Revised Code, Section 3375.47 and certification standards for county district librarians adopted March 13, 1948, and amended September 25, 1970.

Certificating Agency: Five member State Board of Library Examiners--three ex officio (librarians of the two public libraries of largest circulation in the State and the State Librarian); and two persons appointed by the State Library Board.

Types of Certificates Issued:

Permanent Life Certificate
Graduation from an accredited library school and five years of successful administrative professional experience in a public library.

Provisional Life Certificate
Graduation from an accredited library school. A Provisional Life Certificate expires at the end of five years. If five years professional work is not completed within the five year period, the certificate may be renewed upon the approval of the Board.

Temporary Certificate
Evidence of two or more years of satisfactory library experience on a professional or subprofessional level; not less than twelve hours training in library science in an accredited college; and not less than three character references. The Temporary Certificate is issued for three years. The certificate is issued for a specific position in a specified library and may not be used elsewhere.

OREGON

No certification law or plan.

State Agency Comment: Legislation proposed for 1973.

OKLAHOMA

No certification law.

Personnel Standards: There is a requirement in the Oklahoma Library Code, adopted in 1965, that the librarian of a multi-county library system "shall be a graduate of a library school accredited by the American Library Association. The statutes make the same requirement for the head librarian of a city-county library.

State Agency Comment: There is no stipulation that credentials shall be filed with any certifying body. In the case of the

multi-county systems which are under the Library Code, the Department of Libraries is authorized to accredit these library systems and administer State aid on the basis of standards of accreditation. This provision has not been implemented.

PENNSYLVANIA Mandatory Law

Mandatory law in effect for head librarians of libraries participating in the state aid program. Pennsylvania Library Code of 1961.

Certificating Agency: The Pennsylvania State Library

Grades of Certificates Issued:

Professional Librarian

College degree, plus a fifth year degree in library science from an institution approved by the appropriate Pennsylvania state agency or accredited by the ALA; or
the successful passing of an examination giver under the auspices of the State Librarian demonstrating knowledge and experience equivalent to the academic requirements specified above; or
anyone serving as director of a public library in Pennsylvania as of June 14, 1961, having a service population of over 20,000 persons.

Provisional Librarian

college degree, plus 12 credit hours of courses in library science at institutions approved by the appropriate Pennsylvania state agency or accredited by the ALA; or
the successful passing of an examination given under the auspices of the State Librarian demonstrating knowledge and experience equivalent to the academic requirements specified above; or
anyone serving as director of a public library in Pennsylvania as of June 14, 1961, having a service population of from 10,000 to 19,999 persons.

Library Assistant

2 years of college, plus 9 credit hours of courses in library science at an institution approved by the appropriate Pennsylvania state agency or accredited by the ALA; or
2 years of college, plus a minimum of 1 year of in-service training in library work that has been approved by the State Librarian; or
the successful passing of an examination given under the auspices of the State Librarian demonstrating knowledge and experience equivalent to the academic requirements specified above; or
anyone serving as director of a public library in Pennsylvania as of June 14, 1961, having a service population of 9,999 or less.

Reciprocity: Upon application to the State Library, persons holding equivalent certification from other states and countries which have entered into reciprocal agreements with the State Librarian to give full faith and credit to Pennsylvania certificates, may be certified as professional librarians, or library assistants without having to pass a written examination.

RHODE ISLAND

No certification law or plan.

State Agency Comment: Rather than implementing a certification law or plan, per se, the Department of State Library Services has been implementing Standards for Public Libraries since 1965, which include the requirement for professional librarians and/or certain staff for the various classes of libraries.

The Director of the Department does have the authority to adopt rules and regulations for the certification of library positions and/or personnel. These have not been implemented.

SOUTH CAROLINA — Mandatory Law - Public Libraries

Under the South Carolina Certification Program for Public Librarians each public library serving a population of 10,000 or more must employ in professional positions only librarians and assistants holding certificates.

Code of Laws of South Carolina 1962, Vol. 9 Chapter 5 State Public Library Association

Certificating Agency: South Carolina State Library

Grades of Certificates Issued:

Professional Certificate:
Graduation from a college or university approved by an agency of more than state-wide standing; 1 year in a library school accredited by the ALA; 3 years recent experience in a professional position in a public library or a library meeting equivalent standards as determined by the South Carolina State Library.

Provisional Professional Certificate
Issued to individuals lacking the three years experience specified above.

Pre-Professional Certificate
Graduation from a college or university approved by an agency of more than state-wide standing; not less than 18 semester hours in library science. Five years experience and an additional 6 semester hours in

academic and/or library science required for permanent certificate.

Provisional Pre-Professional Certificate

Issued to individuals lacking the 18 semester hours required for the pre-professional certificate; valid for three years; renewable by completion of 6 semester hours of library science.

Reciprocity: A librarian's certificate duly issued by the State authority in a State meeting South Carolina State Library Board's standards and currently in full force and effect shall be endorsed provided the holder of such certificate shall have had not less than three years of professional library experience one of which has been within the past three years prior to request or that applicant can submit evidence of the satisfactory completion of a refresher course.

SOUTH DAKOTA — Voluntary Plan - All Libraries

Certificates are issued on request to librarians, residents or non-residents of South Dakota, who meet the requirements. Certification Plan for Librarians of the State of South Dakota, as adopted by the South Dakota Library Association on October 15, 1937 and revised in 1938, 1942, 1947 and 1966. All public libraries, in order to participate in the library program under the Library Services and Construction Act, are required to meet the minimum standards for service, including standards for personnel in the State of South Dakota.

Certificating Agency: Board of Certification of the South Dakota Library Association consisting of 4 members, 3 of whom are appointed from the membership of the Association by the President. The fourth member, ex-officio, is the Director of the State Library Commission who serves as Secretary of the Board.

Grades of Certificates Issued:

Life Professional Certificate

MS or MA in Library Science, or equivalent, with 2 years of administrative library experience. (Administrative library experience is defined as administration or supervision of a tax-supported library; head of a department; and/or directing one or more full time assistants).

Grade I Certificate

Good for 5 years. MS or MA in Library Science

Grade II Certificate

Good for 3 years
A --BS or BA degree with minor in Library Science
B --BS or BA degree with 9 hours of Library Science
Or BS or BA degree with 2 years of library experience under a librarian with a LIFE PROFESSIONAL CERTIFICATE

Grade III Certificate

Good for 3 years. Two years of college with 9 hours of Library Science.

Grade IV Certificate

Good for 2 years. A--One year of college with 9 hours of Library Science. B--One year of college with 5 or 6 hours of Library Science.

Grade V Certificate

Good for 2 years. A--At least a high school education with 5 or 6 hours of Library Science. or
At least a high school education with 2 years of Library experience, and 3 credit hours in Library Science.
B--At least a high school education with 2 or 3 credit hours in Library Science.

(Library school courses offered for credit for Grades I,II, III, IV, or V, must be in universities or colleges whose courses in Library Science are recognized by ALA, or North Centra accrediting agencies.)

Personnel Standards for Libraries:

The Board of Certification shall place on the accredited list of libraries for the State of South Dakota only those meeting the following standards:

Cities, Counties, or Regions with a population of 10,000 or more.
Library Director --Life Professional Certificate.
One full-time professional assistant--Life Professional, or Grade I Certificate.
One-third of staff with Life Professional, or Grade I.

Cities, Counties, or Regions with a population of 5,000 to 10,000.
Library Director--Grade I Certificate, or better
One full-time assistant--Grade II Certificate, or better

Cities, Counties, or Regions with a population of 2,500 to 5,000
Chief Librarian--Grade III Certificate, or better
Full-time assistants--Grade IV Certificate

Cities, Counties, or Regions with a population of less than 2,500
Chief Librarian--Grade IV, or better

Certification Procedure:

Certificates for school and college librarians will be issued upon request according to the plan approved for all librarians.
Certificates will be issued only to those who are paid-up members of S.D.L.A.
A certificate may be renewed by taking a 2 or 3 credit

hour course in Library Science.

Reciprocity: The Board of Certification shall have the power to accept certificates issued by certification boards or similar boards in other states in lieu of the above qualifications and issue to their holders certificates of corresponding grades.

TENNESSEE — Mandatory Law (Inactive) - Public and State-Supported Agency Libraries

Mandatory law in effect for all professional positions in public libraries and in libraries of any state-supported agency. Tennessee Code, Title 10,S. 201-208, V.1, p. 780-781.

Certificating Agency: State Board of Education

Requirements: The certification act, enacted in 1937, vests authority in the State Board of Education to establish requirements.

State Agency Comment: As of 1972 there has been no attempt to implement the certification law with respect to librarians of public libraries.

TEXAS — Mandatory Law - Heads of County Libraries

Mandatory law in effect for head librarians of county libraries only. Acts 2nd C.S. 1919, p. 219; Acts 1935, 44th Leg., p.115, Ch. 41, Sec. 1. Texas Board of Library Examiners, Statement of Requirements for Professional County Librarian Certificate.

Certificating Agency: State Board of Library Examiners Consisting of the State Librarian, who is ex-officio chairman of the Board, the Librarian of the State University, ex-officio member; and three other well trained librarians of the State who shall at first be selected by the State Librarian and the Librarian of the State University.

Grades of Certificates Issued:

Grade I Certificate (Permanent)
Graduation from a library school program accredited by the ALA and 2 years of successful experience; or
Graduation from an accredited college or university with a major in library science and 4 years of successful library experience.

Grade II (Valid for 2 years from date of issue)
Graduation from a library school program accredited by the ALA; or
Graduation from an accredited college or university with a major in library science and 2 years successful library experience.

Grade III Certificate (Valid for 2 years from date of issue)
Graduation from an accredited college or university with a major in library science.

Temporary County Librarian Certificate(Valid until December 31st of year issued.)
Renewable annually thereafter, depending on attendance at professional meetings, workshops, etc. Graduation from high school and successful of 30 semester hours in an accredited college or university, or equivalent.

UTAH Voluntary Law - Public Libraries

The Utah General Certification Law allows the State Library Commission to adopt and formulate certification rules and regulations on a voluntary basis for librarians in the state. At the present time the State Library Commission is developing certification for public libraries in the state, but has not at this time adopted certification regulations.

VERMONT Voluntary Plan - All Libraries

Voluntary plan for all libraries whereby certificates are issued upon completion of required number of institutes and workshops.

Certificating Agency: Certification Board of the Department of Libraries. The Board consists of the State Librarian, the Director of Extension Division, and the President of the Vermont Library Association. If the President of the VLA is a staff member of the Department of Libraries, he must appoint a representative so that there will always be a non-DOL staff member on the Board.

Requirements: 150 classroom hours of five-day institutes and one-day workshops taught by Department of Library staff members. 125 of the required hours are five 25-hour institutes. The remaining 25 hours may consist of any one of five optional institutes or any five of 26 five-hour workshops. These credits must be accrued in a period not to exceed 5 years.

Grandmother Clause: a) Those who started taking courses prior to January 1, 1969 will need only 120 hours as per former requirements. They must complete the requirements prior to January 1, 1973 however, or they move into the next category.

b) Those who started taking courses between January 1, 1969 and January 1, 1972, must accumulate 140 hours of work before they can be certified. They will be held to the 5-year limit and those who do not meet it will be moved into the next category.

c) Those who begin the program after January 1, 1972 will need to complete the full 150 hours and will be held to the 5-year time limit.

Internship: Persons in categories b and c above must fulfill a 10-hour internship, working in an approved library under a trained librarian.

Re-certification: Over a three-year period, each librarian who has a certificate is required to complete 25 hours of classwork by taking either one 5-day institute or five one-day workshops. Re-certification is an on-going process. Librarians who were certified prior to January 1, 1972 have until January 1, 1975 to complete the required 25 hours.

State Agency Comments: The purpose of the certification plan is to present a comprehensive educational program for the librarians in the State--especially those with little or no professional training, or those who wish to increase their professional competence. Certification of the librarian (or the fact that she/he is actively pursuing certification) will be a factor in evaluating libraries for eligibility for certain types of grants.

VIRGINIA — Mandatory Law - Public and Institutional Libraries

Mandatory law in effect for full-time professional positions in public libraries serving over 5,000 population and in libraries operated by the State or under its authority, including libraries of institutions of higher learning. No public funds are to be paid to any library which fails to comply with the law. Virginia Code of 1936, p. 97-98, S. 363.

Certificating Agency: State Board of Certification of Librarians consisting of two librarians appointed by the Governor and the State Librarian, who serves as Secretary. The two librarian members may be appointed from a list of nominees submitted by the Executive Committee of the Virginia Library Association, but the Governor is not bound to consider only these nominees.

Requirements: The Board grants a professional certificate without examination to graduates of library school programs accredited by the ALA, and to others when it has satisfied itself by examination or evaluation of credentials that the applicant has attainments and abilities equivalent to those of a library school graduate and is qualified to perform library work ably and efficiently. The Board may grant, in general emergency conditions, temporary or provisional certificates to applicants who have not met these requirements.

WASHINGTON — Mandatory Law - Public and Publicly Supported Libraries

Mandatory law in effect for full-time professional positions in public libraries serving a population of over 4,000 and in every library operated by the State or under its authority, including libraries of institutions of higher learning. Exempted are the State Law Library and county law libraries. Library Laws of the State of Washington, issued by the Washington State Library, Olympia, 1967, pp. 12-13.

Certificating Agency: State Board for the Certification of Librarians, consisting of the State Librarian, the Executive officer of the department of librarianship of the University of Washington and one other member appointed by the Governor for a term of 3 years from a list of 3 persons nominated by the Executive Committee of the Washington Library Association.

Requirements: Certificates are issued without examination to applicants who are graduates of library schools accredited by the ALA and to others when the Board is satisfied by examination that the applicant has attainments and abilities equivalent to those of a library school graduate and are qualified to carry on library work ably and efficiently.
Any person not a graduate of a library school program accredited by the ALA, but who has served as a librarian or a full-time professional assistant in any library in this state for at least one (1) year or the equivalent thereof prior to the taking effect of this act, shall be granted a librarian's certificate without examination, but such certificate shall be good only for the position specified therein, unless specifically extended by the Board.

WEST VIRGINIA

No certification law or plan.

WISCONSIN Mandatory Law - Public Libraries

Mandatory law in effect for public librarians.

Certificating Agency: The Division of Library Services, Wisconsin Dept. of Public Instruction.
Wisconsin Statutes, Section 43.09. Effective, December 16, 1971.

(1) PUBLIC LIBRARIANS. The division shall issue certificates to public librarians and promulgate, under ch. 227, necessary standards for public librarians. The qualifications for public librarians shall be based on education, professional training and experience. Certificates already granted prior to the effective date of this section (1971) shall remain in effect.

(2)PUBLIC LIBRARY SYSTEMS. (a) The division, by rule, shall promulgate necessary standards for public library systems. Such rules shall be consistent with s. 43.15 and shall be established in accordance with ch. 227, except that the division shall hold a public hearing prior to adoption of any proposed rule. In addition to the notice required under s. 227.021 the division shall endeavor to notify each public library of such public hearings. Standards for public library systems shall be based on the population served, adequacy of the buildings and physical facilities, the qualifications and number of personnel, book resources, and other library materials, financial support and such other standards as the division finds necessary to ensure

adequate library service. (b) The division may provisionally approve, based on lesser standards than those set under par (a), a newly established public library system for not more than 5 years. To be eligible for provisional approval, a system shall have a plan approved by the division which provides for compliance with the standards under par (a) at the end of the period of provisional approval.

(3) COUNCIL ON PUBLIC LIBRARY CERTIFICATES AND STANDARDS The council on public library certificates and standards shall advise the division with regard to the development of standards under subs. (1) and (2).

Grades of Certificates Issued:

Grade I Certificate

Validity: Required minimum grade of certificate for directors of public library systems and head librarians of libraries serving a population greater than 8,000.

Requirements:

Degree from a college or university approved by an accrediting association of more than statewide standing, including or in addition to one year of training in a library school accredited by the ALA and not less than 4 years of successful experience in a library of recognized standing.

Grade II Certificate

Validity: Required minimum grade of certificate for head librarians of libraries serving a population of 4,000 to 8,000.

Requirements:

Degree from a college or university approved by an accrediting association of more than statewide standing and a 6 weeks public library course or a degree including the equivalent of such a course and not less than 2 years successful experience in a library or recognized standing.

Grade III Certificate

Validity: Required minimum grade of certificate for head librarians of libraries serving a population of 2,000 to 4,000.

Requirements:

High school graduation, a 6 weeks' course in a accredited library school and 1 year successful library experience.

Grade IV Certificate

Validity: Certificate issued to head librarians of libraries serving a population of less than 2,000.

Requirements:

High school graduation, and such additional requirements as shall satisfy the commission that the applicant is able to do successful library work in the position to which such library certificate makes such applicant eligible.

Whenever an applicant for a library certificate does not have the academic and library school training prescribed above, the Division may issue to said applicant a certificate of any grade if it satisfies itself by examination or otherwise that the applicant has attainments substantially the equivalent of such prescribed education and training and that all other conditions are met.

The Division may issue to any person who has the required academic and library training qualifications but lacks the required library experience, a license to engage in certain library work for not to exceed 1 year. If at the end of the year for which said license is issued, the Division is satisfied that said person has done successful library work during said year, it may renew such license from year to year for such additional time as is required to qualify for the library certificate desired.

WYOMING

No certification law or plan.

State Agency Comment: The Wyoming State Advisory Council on Libraries has prepared a certification proposal which will be presented to the legislature in 1973.